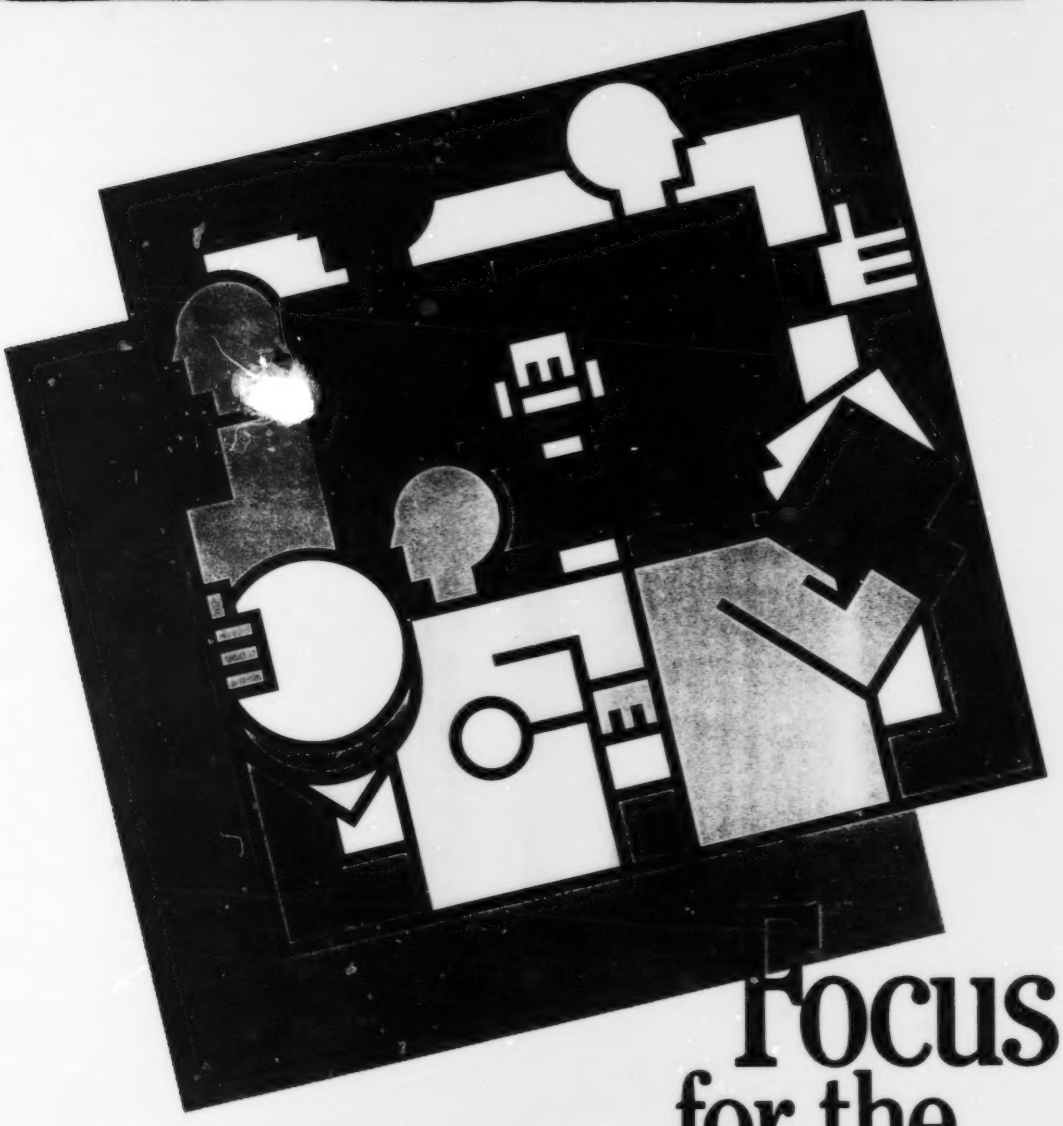
MULTICULTURALISM



Focus for the 90's

Alberta
MULTICULTURAL COMMISSION

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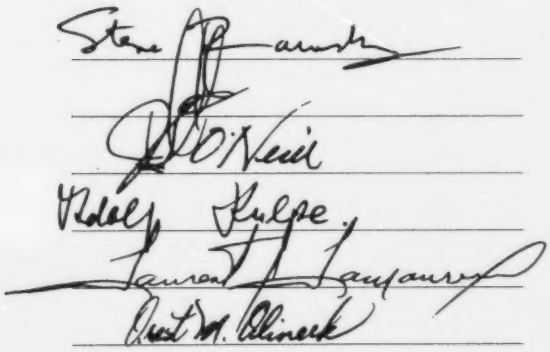
LETTER
OF TRANSMITTAL

Honourable Doug Main
Minister of Culture and Multiculturalism
Government of Alberta
Legislature Building
Edmonton, Alberta

Dear Sir:

We have the honour of submitting our report, Multiculturalism , Focus for the 90's. The report was begun under the leadership of the Commission's first Chairman, Mr. John Oldring MLA. The work was continued by the Vice-Chairman, Mrs. Angela Iliadis, when Mr. Oldring resigned to contest the provincial election of 1989. The report owes much to their dedication.

Respectfully submitted,



Steve P. Zarusky, Chairman of the Commission

Angela Iliadis, Vice-Chairman

John S. O'Neill, Secretary

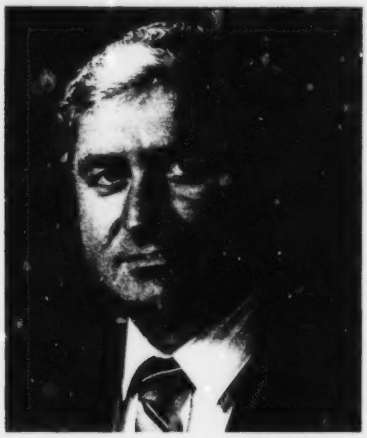
Adolf Kulpe, Member

Laurent Lamoureux, Member

Orest Olineck, Member

THE COMMISSION

The following had a role in the preparation of this report.



Steve Zarusky

CHAIRMAN

Steve Zarusky is the Member of the Legislative Assembly for Redwater-Andrew. He was elected to the Legislative Assembly of Alberta in 1986 and re-elected in 1989. He is a member of various Caucus and Legislative Committees. Mr. Zarusky farms in the Smoky Lake district. He is a member of the Ukrainian Cultural Heritage Village Advisory Board and the Victoria Settlement Advisory Board. Mr. Zarusky took up his duties as Chairman of the Alberta Multicultural Commission in June 1989.

VICE-CHAIRMAN

Angela Iliadis is the Vice-Chairman of the Commission. In addition to being an active volunteer in the Greek community, Mrs. Iliadis operated a general law practice in Calgary.

John S. O'Neill

SECRETARY

John S. O'Neill is the Deputy Minister of Alberta Culture and Multiculturalism. Previous government experience includes work in the Premier's office and for the Department of Federal and Intergovernmental Affairs.

M E M B E R

Adolf Kulpe is a Medicine Hat businessman. He immigrated to Canada from Germany in 1954. He is past President of the German Canadian Harmony Club and a past member of the Canadian Consultative Council on Multiculturalism. For three years Mr. Kulpe was a director of the Alberta Cultural Heritage Foundation.

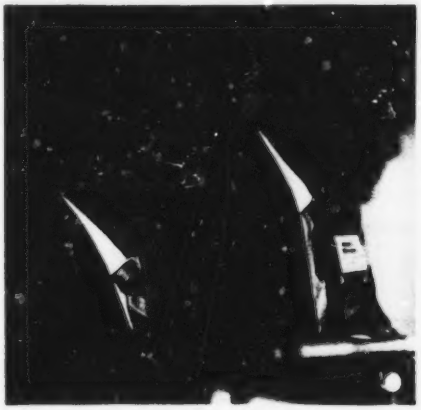
M E M B E R

Laurent Lamoureux is the Manager of the Town of McLennan and a lifetime resident of the Smoky River district of northwestern Alberta. He is a past President of the Alberta Urban Municipalities Association and a past Director of the Local Government Administrators Association of Alberta.

M E M B E R

Orest Olineck is Chairman of the Provincial Coordinating Committee of the Alberta Cultural Heritage Council. A teacher and educational administrator by profession, Mr. Olineck is currently working as an education consultant with Alberta Education.

Adolf Kulpe and Angela Iliadis



Laurent Lamoureux and Orest Olineck

PREFACE

THE DEVELOPMENT OF MULTICULTURAL POLICY IN ALBERTA

Alberta is a province comprised of people of many different cultural backgrounds. Persons whose families originate from around the world have immigrated to Canada to form, with the aboriginal peoples, a new society wherein all can experience a shared community of life, while respecting the distinct values of each.

In July 1971, following a conference of ethno-cultural groups, the Government introduced a paper titled "A New Cultural Policy for the Province of Alberta". The next year it established the Alberta Cultural Heritage Council, an advisory body to the Minister, and the Cultural Heritage Branch within the Department of Culture. The Government also passed the Alberta Bill of Rights and the Individual Rights Protection Act.

In 1974, the Alberta Heritage Day Act was proclaimed and four years later the Alberta Cultural Heritage Foundation was established.

In 1984, the Legislature passed the Alberta Cultural Heritage Act, establishing a Cabinet Committee on Cultural Heritage, as a committee of the Executive Council, and a Division of Cultural Heritage within the Department of Culture.

Continuing to emphasize the importance of multiculturalism, the Government of Alberta in 1987 renamed the Department of Culture, the Department of Culture and Multiculturalism.

On April 1, 1988, the Alberta Multicultural Commission was established to carry out the objectives of the Alberta Cultural Heritage Act and to administer the programs that were formerly the responsibility of the Cultural Heritage Foundation and the Cultural Heritage Division of the Department. The staff of that Division now serves as the staff of the Commission.

THE ALBERTA MULTICULTURAL COMMISSION

The members of the Commission are appointed by the Lieutenant-Governor in Council. The Chairman is also a Member of the Legislative Assembly. The first members appointed in 1988 were John Oldring MLA, Chairman; Angela Iliadis, Vice-Chairman; John S. O'Neill, Secretary; Orest Olineck, member and Chairman of the Alberta Cultural Heritage Council; Laurent Lamoureux, member; and Adolf Kulpe, member.

INTERCHANGE '88

To encourage the interchange of ideas between the Commission and Albertans, the Commission organized a tour called *Interchange '88* in the fall of 1988. It convened in 14 centres from Grande Prairie and Fort McMurray in the north to Pincher Creek and Lethbridge in the south. By the tour's end, the Commission had received 161 written briefs and had heard 246 oral presentations from a total of 354 individuals who expressed opinions and recommendations on multicultural development. As well, there were many requests for increased funding.

The Commission considered all these presentations and requests and identified recurring themes and pressing needs. This process led to the identification of *directions* in which the Commission believes all multicultural programs and services should flow. The themes that emerged from the public presentations and the various government documents on multiculturalism were then addressed.

This report combines the precedents in multicultural policy established by the Alberta Government since 1971, with the informed views of the community, as expressed in Interchange '88, and the objectives of the Charter of Rights and Freedoms and Alberta human rights legislation.

THE CHARTER OF RIGHTS AND FREEDOMS

Under Section 15, the Charter ensures that: "Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability." The Charter goes on to state in Section 27 that its provisions are to be interpreted "in a manner consistent with the preservation and enhancement of the multicultural heritage of Canadians."

Multicultural policies and programs reflect the Charter of Rights and human rights legislation by emphasizing equality of citizenship and acceptance of one another based on an understanding of our respective cultures.

Through Interchange '88 the Commission has reached out to the community. It will continue to do so. While the Commission realizes that no single review can address all concerns or satisfy all demands, it sees this report as a step in the continuing development of multicultural policies and programs in Alberta. It has set directions for itself and with its dedicated staff will serve Alberta's multicultural community with diligence and a sense of responsibility.

A VISION OF
MULTICULTURALISM

A DEFINITION

The following definition reflects the Commission's understanding of the term multiculturalism.

Multiculturalism describes the diverse racial and cultural composition of Canadian society. It implies developing policies and programs that foster understanding and sharing of our diversity, while working to achieve the equality of all Canadians in the economic, social, cultural and political life of Canada.

With this definition in mind, the Commission has developed its vision of multiculturalism.

THE VISION

Canada comprises people of many differing cultures, reflecting the diversity of individual and family origins. Canadians live together, unified in building a strong and peaceful nation.

In keeping with the Charter of Rights, Canadians are equal, each enjoying the same privileges and opportunities.

It is the responsibility of all citizens to contribute to the social, cultural and economic strength of this great land, unfettered by past grievances from abroad.

Canada's cultural richness lies in its people being free to be true to themselves and to their traditions. Together all contribute to a community which values democratic freedom, equality and human dignity.

A multicultural Alberta embraces these ideals as a model for global peace and harmony. The Commission looks forward to the day when the reality of multiculturalism is so completely accepted that the word itself is synonymous with Canadian culture.

DIRECTIONS
FOR MULTICULTURAL POLICY

The following section sets out the Directions which guided the Commission in its deliberations and which provided the focus for its commentary and recommendations. These Directions emerged from the themes common in the public presentations and government documents on multiculturalism.

DIRECTION ONE

The development of an environment in which Albertans respect and accept each other's cultural heritage

The Government of Alberta, recognizing the cultural diversity of its citizens, has initiated programs which encourage an awareness and an appreciation of the cultural heritage of the Province.

Beginning in 1972 when it established the Alberta Cultural Heritage Council and passed the Alberta Bill of Rights, through to the Alberta Cultural Heritage Act of 1984 and the formation of the Multicultural Commission in 1988, the Government of Alberta has made multicultural development a cornerstone of provincial life.

This direction confirms Alberta's long established commitment to multiculturalism and reaffirms the objectives of the Canadian Charter of Rights and Freedoms.

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DIRECTION TWO

The nurturing of diverse cultural traditions and the sharing of these among all Albertans

Multicultural policies are an invitation to Alberta's cultural communities to foster their own traditions and share them with others.

An appreciation of cultural heritage, language and literature helps create pride, brings families closer together and assists in building bridges between generations.

From the sharing of traditions comes greater acceptance and understanding of one another. Popular events such as Alberta Heritage Day festivals promote a recognition and appreciation of Alberta's multifaceted cultural richness.

The Commission encourages all groups to contribute proudly to every aspect of Alberta life.

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DIRECTION THREE

The promotion of the linguistic and artistic expression of our various cultures

Language and the arts express culture. In recognition of this, the Alberta Multicultural Commission will continue to support the development of heritage languages and arts.

DIRECTION **FOUR**

Sensitizing the public and private sectors to Alberta's multicultural society to effect equality of opportunity and access to services

All Canadians are equal under law and entitled to all benefits of citizenship. The Commission will take an active role in encouraging all sectors of Alberta society to provide equal access to services and opportunities.

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DIRECTION **FIVE**

The availability of opportunities for Alberta's ethno-cultural communities to contribute to the economic growth of the province

Albertans contribute to the provincial economy by making use of their talents, skills, experience and knowledge at home and abroad.

The Commission recognizes that ethno-cultural communities are a tremendous resource for economic development, foreign trade and tourism because of their links with countries of origin.

This direction expresses the Commission's commitment to facilitating the contribution of members of ethno-cultural communities to the economic life of the province.

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DIRECTION **SIX**

The recognition of Canada's evolving culture reflecting changes in our population and patterns of immigration

Canada and Alberta are becoming increasingly multiracial. Visible minorities are more evident in our society, especially in large urban centres, where the vast majority of today's immigrants and refugees settle.

These changes alter the composition of our society and its cultural expression just as earlier immigration altered previous patterns.

This direction indicates the importance of informing Albertans about the positive impact of these changes on society.

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DIRECTION **SEVEN**

The fostering of allegiance to Canada and the responsibilities of Canadian citizenship

The first loyalty of all Canadians is to Canada. By choosing Canada as their home, new Canadians have expressed their commitment to contribute to the growth of this country.

The Commission continues to support a variety of programs that assist Canadians to assume all the rights, privileges and responsibilities of living and working in Canada.

Currently more than 12,000 immigrants settle in Alberta annually. This number is expected to increase in the next few years.

In a spirit of hospitality Albertans continue to welcome new Canadians warmly and to assist them in becoming full partners in Alberta society by providing them with services that meet their particular needs.

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During Interchange '88, the Commission heard that the needs of the multicultural communities vary from area to area and from group to group.

In some cases, the multicultural community in rural areas felt that its needs differed from those of the multicultural community in urban areas. Newer organizations stated that they had different needs from the longer established groups. As well, seniors and youths are known to have different requirements.

This direction indicates that support programs should recognize and be flexible in responding to the differing needs that exist within the multicultural community.

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Frequent recommendations to the Commission addressed the need for Government departments to work together in delivering services to the multicultural communtiy.

This direction supports sensitive and effective interdepartmental cooperation in serving the multicultural community.

DIRECTION **EIGHT**

The provision of quality services for new Canadians adapting to their new home

DIRECTION **NINE**

The acknowledgement of varied needs within the province's multicultural community

DIRECTION **TEN**

The coordination of government resources serving the needs of the multicultural community

SUMMARY OF DIRECTIONS

1. The development of an environment in which Albertans respect and accept each other's cultural heritage.

2. The nurturing of diverse cultural traditions and the sharing of these among all Albertans.

3. The promotion of the linguistic and artistic expression of our various cultures.

4. Sensitizing the public and private sectors to Alberta's multicultural society to effect equality of opportunity and access to services.

5. The availability of opportunities for Alberta's ethno-cultural communities to contribute to the economic growth of the Province.

6. The recognition of Canada's evolving culture reflecting changes in our population and patterns of immigration.

7. The fostering of allegiance to Canada and the responsibilities of Canadian citizenship.

8. The provision of quality services for new Canadians adapting to their new home.

9. The acknowledgement of varied needs within the province's multicultural community.

10. The coordination of government resources serving the needs of the multicultural community.

Section 2 of the Alberta Cultural Heritage Act contains a number of objectives for multicultural policy that have served the Province well. The Commission considers that these objectives could be broadened to incorporate the ten directions listed above and therefore, it recommends that:

The objectives set forth in Section 2 of the Alberta Cultural Heritage Act be amended to incorporate the ten directions.

THEMES AND RECOMMENDATIONS

A number of topics were presented to the Commission during its hearings. The Commission reviewed them individually, noted similarities, and then summarized them within the following themes.

PUBLIC AWARENESS

The Commission heard a number of requests for a public awareness campaign on the theme of multiculturalism. The presenters at Interchange '88 felt that such a campaign would increase understanding of multiculturalism and how it reflects the Canadian way of life.

The Commission agrees that such a campaign would help dispel misunderstanding about multiculturalism and increase an appreciation of Canada's evolving culture. It gives its wholehearted support for the development of a public awareness campaign based on the ten directions outlined earlier in this report.

The Commission recommends that:

The Government of Alberta undertakes an effective public awareness campaign that promotes an appreciation of multiculturalism.

FAMILY AND COMMUNITY

In Direction Two, reference is made to nurturing traditions. When formulating this direction the Commission had in mind the importance of tradition within the family because it is within the family circle that traditions are first appreciated and nurtured.

A family's sharing of its heritage gives each member a feeling of identity and a sense of self-worth. Such families become the strength of their communities. In turn these communities offer families support. In this way, the person, the family and the community combine to contribute to the richness of life in Alberta.

The Commission aspires, within its means, to foster strong family ties and harmonious community life. It realizes too that the objectives of multiculturalism can only be attained through a partnership with many dedicated persons within our families and communities. Their spirit of volunteerism is the basis of a healthy multiculturalism.

Heritage Languages

Heritage language training was one of the subjects most frequently raised by the public in its submissions to the Commission. These presentations encouraged continued and expanded support and development of heritage language instruction.

The Commission commends parents who wish their children to learn a variety of languages. The Commission recognizes the growing importance of multilingual skills for personal growth and the advancement of Alberta's global trade objectives.

The Language Education Policy for Alberta, which respects "the cultural diversity and heritage of Alberta", offers students the opportunity to learn heritage languages in addition to English and French.

The policy also guarantees opportunities for all students whose first language is not English to learn that language, thereby laying a solid foundation for successful adaptation to Albertan society.

Proficiency in heritage languages is promoted in part by the widespread availability of reading and listening materials in these languages. To date public libraries in conjunction with the Library Services Branch of Alberta Culture and Multiculturalism have provided multilingual materials to our communities. The Commission encourages expansion of this service.

The Commission was told that a significant percentage of grant funding received by some groups for furthering heritage language education has to be spent on rental of school facilities. These groups would prefer to see these funds applied to improving the quality of instruction and the purchase of learning materials.

In respect to heritage language education the Commission recommends that:

A. Structures be put into place to permit better collaboration between Alberta Culture and Multiculturalism, Alberta Education, Alberta Advanced Education, the Secretary of State and local authorities in order to provide adequate resources for the advancement of heritage language instruction, curriculum development and teacher training; and that,

B. Local boards of education be encouraged to work in partnership with heritage language groups to make school facilities available for heritage language instruction at minimal cost.

Cross-cultural Education

The Commission commends Alberta Education for including a substantive multicultural component in its social studies curriculum.

However, multicultural education is not aimed solely at school-aged students. Education for adults is a significant part of the education process and it is here that cross-cultural sensitivity ought to be expanded. Post-secondary educational institutions and professional development courses could provide more opportunities for adults to be sensitized to the reality of multiculturalism.

With this in mind the Commission recommends that:

Multicultural awareness training be established for groups that deliver services to the public, for example, government, members of professional faculties in universities and post-secondary institutions, professional associations, trade unions, etc.

The programs of the Institute of Multicultural Resource Development may be of assistance in this regard.

Institute of Multicultural Resource Development

The Institute is an educational program of the Commission. Its goal is to sensitize the public and private sectors when they are dealing with a cross-cultural environment at home or abroad.

By providing resource material, cross-cultural education and consultation, the Institute has become a leader here and across Canada in generating and disseminating ideas for multicultural awareness.

The Commission will be examining the Institute's programs to ensure that they are in harmony with the directions for multiculturalism outlined by the Commission and the goal of maintaining Alberta's leadership in multicultural development.

IMMIGRATION AND EMPLOYMENT

In Alberta, immigration and employment services are the responsibility primarily of Alberta Career Development and Employment, the Canadian Employment and Immigration Commission, the Secretary of State and the member agencies representing the Alberta Association of Immigrant Serving Agencies.

The Commission received a number of representation on the topic of immigration and employment.

Demographics

The ethnic composition of Alberta, as described in the 1986 Federal Census, indicated that the family origins of most Albertans were European. However, a review of immigration patterns taken the following year showed that the largest percentage arrived from Asia. It is clear that Asia, Latin America and Africa are currently providing a majority of offshore immigrants to Alberta. This has been the trend throughout the 1980s and may continue into the coming decade.

With nine percent of Canada's population, Alberta receives approximately 9.5 percent of all new immigrants. Over 80 percent of all immigrants who come to Alberta settle in either Calgary or Edmonton.

The economic strength and prosperity of Canada has been built upon successive waves of immigration. A potential labour shortage created by declining birthrates, an aging population, and the trend of early retirement, has created the need for more immigration if Canada is to sustain its present level of prosperity into the future.

The Commission believes that the contribution of immigration to Canada's well-being and prosperity needs to be better understood by Canadians.

Newcomers and Adjustment

The Commission would like Albertans to become more aware of the needs of newcomers, who require thoughtful attention during the period of adjustment.

All newly arrived immigrants must have an opportunity to learn English. Proficiency in English is the key to full adaptation to Albertan society because it allows immigrants to take advantage of better opportunities including those in employment. Responsible government bodies should ensure an appropriate living allowance during this training period.

The needs of refugees are often greater than those of immigrants who may have access to more extensive resources by virtue of the presence of family members already here. Refugees should have an increased allowance for a fixed period until they get better established. The Commission believes that they should be entitled to receive the same health care services available to other Albertans.

Employment

There are two main issues in immigrant employment that are of current concern. The Commission received briefs about accreditation and it heard some immigrants express concern about discrimination in employment practices.

The Commission is aware that the Government of Alberta has created The Task Force on the Recognition of Foreign Qualifications, which addresses the issue of accreditation. The Commission has communicated the information expressed to it during its tour to the Task Force. It encourages the Task Force to find a timely solution to this problem.

The Commission is hopeful that greater awareness of Alberta's multicultural character will do much to eliminate discrimination. To this end, the Commission will continue to support the work of the Human Rights Commission which is charged with the responsibility to ensure that all Albertans seeking employment are treated equally. The Commission encourages an early meeting with the Human Rights Commission to explore areas for cooperation and joint action.

Women and Children

The Commission feels that more attention should be paid to the needs of immigrant women and children. They should be provided with realistic opportunities to learn English. Adequate daycare facilities should be provided when necessary. The Commission would also like to see special counselling made available by persons who are sensitive to the needs of immigrant women and, in particular, immigrant children.

Likewise, the recreation and social requirements of pre-school and school age immigrant children should receive a high priority.

To further the Commission's objectives in this field the Commission recommends that:

A. The public and private sectors examine their employment practices to ensure that all Albertans are treated equally; and that,

B. The Government of Alberta continue to work with the Government of Canada and community agencies to ensure accessibility to English language training programs for immigrants and refugees; and that,

C. More resources be made available, where required, to those agencies working with immigrant and refugee families.

TRADE AND TOURISM

Trade

Alberta is fortunate to have citizens who come from countries with which the Province has significant trade relations. The multicultural community can be a valuable resource in developing Alberta's economy. These communities have already proven their benefit by establishing businesses here that reflect their expertise and traditions.

The Commission encourages the Government of Alberta and the private sector to use business leaders from the multicultural community as a source of information when planning to do business with foreign countries and to include appropriate representatives in trade missions abroad.

Tourism

Tourism has become a major area of economic diversification for the provincial economy and now ranks third in importance behind agriculture and energy. The Commission believes that the multicultural composition of the province will assist the growth of tourism by encouraging more friends and relatives to visit and by developing multicultural tourist attractions.

COORDINATION OF GOVERNMENT SERVICES

The Cabinet Committee on Cultural Heritage is a committee of the Executive Council. The membership of this Committee is well placed to promote cooperation among government departments in the area of multiculturalism. The Chairman of the Multicultural Commission, as a member of this Committee, is in a position to represent multicultural concerns directly to Cabinet.

It should also be noted that there is cooperation between the Secretary of State responsible for multiculturalism federally and the Alberta Government in areas of mutual concern. The Commission encourages the expansion of this cooperation as an important step in providing more efficient service.

In order that there be better coordination and cross-cultural sensitizing among departments of the Alberta Government in the provision of services and programs relating to multiculturalism, the Commission recommends:

A special fund be made available to the Commission to provide incentive grants for Alberta government departments that wish to initiate programs that increase the appreciation of multiculturalism and improve the delivery of services to all citizens.

MEDIA

The media is a vital instrument in the development of multicultural understanding in Alberta. The Commission views the media as a partner in nurturing an environment wherein Albertans appreciate multiculturalism. The ethno-cultural media has done much in this regard.

The media can sensitize the public to different cultures. It can increase awareness of Alberta's diversity; it can promote cultural sharing among individuals and communities; it can create a better understanding of changing demographics; and it can encourage emphasis on the similarities between cultures.

The Commission encourages the media to continue to be culturally sensitive, particularly to minority groups, in its reporting and programming. The Commission also urges advertisers to reflect the province's ethnic and racial diversity.

In order to help foster a multiculturally aware media in Alberta the Commission recommends that:

The Government of Alberta establish an annual media award for multicultural awareness and appreciation.

RURAL NEEDS

The Government of Alberta is mandated to provide services for all Albertans. It was brought to the Commission's attention that rural areas do not always have ready access to multicultural services.

The Commission provides consultants in rural centres to work with ethno-cultural groups. The Commission recognizes the dedication of these consultants in promoting access to its services. Because of the limited space for multicultural activities in some rural areas, the Commission encourages provincial and local governments to provide space for such activities in existing and new facilities in small centres.

Rural people, because of the distances they have to travel and the limited resources available to them, feel that they do not have equal access to multicultural conferences and training programs.

Therefore, the Commission recommends that:

Services and programs be responsive to the special needs of multiculturalism in rural areas.

GRANTS

Presentations on the matter of grants for multicultural activities covered a wide spectrum of needs and desires. Faced with such extensive requests, the Commission realizes that it has to use the limited funds at its disposal in a responsible manner and for the furtherance of Alberta Government multiculturalism policies.

The Commission is committed to fiscal responsibility as it is faced with an increasing number of requests for financial support.

The Commission also considered a variety of representations made in such diverse areas as tax exemptions and subsidies for ethno-cultural centres.

The Commission is pleased that the Government of Alberta and municipalities are currently reviewing proposals for alleviating tax burdens for such centres.

Ethno-cultural organizations also requested various changes to the grant process and categories. Therefore the Commission recommends that:

There be a major review of current multicultural grant programs so that they are in harmony with the directions of the Commission.

In the interim the existing grant programs will continue.

Arts Grants

Some ethno-cultural performing arts groups expressed a desire to be considered in the mainstream of Canadian culture. At present, there are arts groups in Canada that are funded by multicultural support systems and those that are regarded as mainstream and are funded by departments of culture, Canada Council, etc.

It has been suggested that groups which are incorporated as performing arts organizations, with performance as their objective, should be dealt with as performing arts groups, regardless of the culture of the groups or the art form.

The Commission recommends that the suggestion put before it has sufficient merit to warrant further consideration.

FRANCOPHONES

Franco-Albertans made representations to the Commission that stressed the special status of the French language as recognized in the Charter of Rights and Freedoms.

The Commission considers the provisions for French language training outlined in the Language Education Policy for Alberta to be fair and equitable and commensurate with the Constitutional rights of Francophones in Alberta.

Therefore, in order that the highest level of proficiency in the French language be achieved, the Commission recommends that:

The Four Principles guiding English language competency outlined in the Language Education Policy for Alberta also be applied to French language education in Francophone schools.

NATIVE PEOPLES

The cultures of Canada's first inhabitants are rich and varied.

The Commission will continue to develop programs that help Canadians become more aware of Native languages and traditions, and it will continue to make its programs and services available to the native community.

The Commission supports and encourages the implementation of the views outlined in the Language Education Policy for Alberta that "many Native parents want their children to have opportunities to study and experience their own and other Native languages, cultures and lifestyles."

The Commission commends the Department of Education for increasing the Native history and culture component of the school curriculum and encourages continued development of this program.

ROLE OF THE MULTICULTURAL COMMISSION

The Alberta Multicultural Commission oversees multicultural development in Alberta. To meet this mandate the Commission assumes responsibility to develop and deliver multicultural programs in Alberta; channels multicultural funding made available by the Alberta Government; and offers advice to the Minister of Culture and Multiculturalism on matters pertaining to multiculturalism.

The Commission will continue to consult with the people of Alberta, promote multiculturalism vigorously, and recommend policies that enhance multiculturalism.

STRUCTURE

At present the Commission is composed of six members — the Chairman, who is a Member of the Legislative Assembly; a non-voting Secretary who is an employee of the Government; the Chairman of the Alberta Cultural Heritage Council; and three other persons appointed by the Lieutenant-Governor in Council.

During its tour the Commission often heard the recommendation that there be an increase in the number of members on the Commission to allow for a broader representation of the multicultural community.

The Commission agrees that its membership should be expanded and it believes that it should first look to the Alberta Cultural Heritage Council for new members. The Council represents a broad spectrum of Alberta's multicultural community.

With the Council's expanded presence on the Commission, a more unified and informed voice can speak to the Government, reflecting the needs and aspirations of the multicultural community.

Therefore the Commission recommends that:

A. The Alberta Cultural Heritage Act be amended so as to increase the number of positions on the Commission from six to ten, four of which would be appointed by the Minister from the community at large and three would be appointed by the Minister from the Alberta Cultural Heritage Council. The following membership to remain unchanged: The Chairman of the Commission who is a Member of the Legislative Assembly; the Secretary who is a Government employee; and the Chairman of the Alberta Cultural Heritage Council; and that,

B. Section 4(2) of the Act be amended to read as follows: "The purpose of the Council is to provide advice to the Commission as to how the objectives of Section 2 are to be achieved"; and that,

C. The name of the Alberta Cultural Heritage Act be changed to the Alberta Multiculturalism Act.

With these changes the Commission and the Council can work together to advise the Alberta Government on programs and services affecting the multicultural community in every part of the Province.

SUMMARY OF RECOMMENDATIONS

The following is a list of all the recommendations made by the Commission in this report. The recommendations are listed in the order in which they appear in the report. The Commission recommends that:

DIRECTIONS

1. The objectives set forth in Section 2 of the Alberta Cultural Heritage Act be amended to incorporate the ten directions.

PUBLIC AWARENESS

2. The Government of Alberta undertake an effective public awareness campaign that promotes an appreciation of multiculturalism.

EDUCATION

3. Structures be put into place to permit better collaboration between Alberta Culture and Multiculturalism, Alberta Education, Alberta Advanced Education, the Secretary of State and local authorities in order to provide adequate resources for the advancement of heritage language instruction, curriculum development and teacher training.

4. Local boards of education be encouraged to work in partnership with heritage language groups to make school facilities available for heritage language instruction at minimal cost.

5. Multicultural awareness training be established for groups that deliver services to the public, for example, members of professional faculties in universities and post-secondary institutions, professional associations, trade unions, etc.

IMMIGRATION AND EMPLOYMENT

6. The public and private sectors examine their employment practices to ensure all Albertans are treated equally.

7. The Government of Alberta continue to work with the Government of Canada and community agencies to ensure accessibility to English language training programs for immigrants and refugees.

8. More resources be available, where required, to those agencies working with immigrant and refugee families.

COORDINATION OF GOVERNMENT SERVICES

9. A special fund be made available to the Commission to provide incentive grants for Alberta Government departments that wish to initiate programs that increase the appreciation of multiculturalism and improve the delivery of services to all citizens.

MEDIA

10. The Government of Alberta establish an annual media award for multicultural awareness and appreciation.

RURAL NEEDS

11. Services and programs make allowance for the special needs of multiculturalism in rural areas.

GRANTS

12. There be a major review of current multicultural grant programs so that they are in harmony with the directions of the Commission.

FRANCOPHONES

13. The Four Principles guiding English language competency outlined in the Language Education Policy for Alberta also be applied to French language education in Francophone schools.

STRUCTURE

14. The Alberta Cultural Heritage Act be amended so as to increase the number of positions on the Commission from six to ten, four of which would be appointed by the Minister from the community at large and three would be appointed by the Minister from the Alberta Cultural Heritage Council. The following membership is to remain unchanged: the Chairman of the Commission who is a Member of the Legislative Assembly; the Secretary who is a Government employee; and the Chairman of the Alberta Cultural Heritage Council.

15. Section 4(2) of the Act be amended to read as follows: "The purpose of the Council is to provide advice to the Commission as to how the objectives of Section 2 are to be achieved."

16. The name of the Alberta Cultural Heritage Act be changed to the Alberta Multiculturalism Act.

ACKNOWLEDGEMENTS

The Commission wishes to acknowledge the patience and support it received from spouses and families during the Interchange '88 tour and during the weekends it spent writing this report.

It thanks Susan Young, Executive Secretary to the Chairman, for the many weekends she devoted to the Commission's work during the past year.

It thanks Fil Fraser, the consultant who organized our successful tour, and George Melnyk of New Lanark Consultants for his assistance in the writing of this report.

It also wishes to express appreciation to Brian Wik, Assistant to the first Chairman of the Commission, for his contribution during the tour and afterwards.

The staff members were most helpful to the Commission during its first year of operation.

The Commission thanks the many Albertans who assisted in making Interchange '88 successful through their organizational work, their submissions and thoughtful reflections on multiculturalism.

APPENDIX

The Commission would like to thank the following individuals and groups who made a presentation during Interchange '88:

Grande Prairie – October 27, 1988

Alberta Cultural Heritage Council
City of Grande Prairie
Downtown Business Association
East Indian Cultural Society
Dr. Bob Elliott, MLA
Grande Prairie Chamber of Commerce
Grande Prairie Chinese Language School
Grande Prairie Council for Life Long Learning
Grande Prairie Dance Club
Grande Prairie and District Multicultural Association
Grande Prairie Highland Games Association
Grande Prairie Pioneer Women
Grande Prairie Regional College
Grande Prairie School District No. 2357
Grande Prairie Scottish Society
Grande Prairie Settlement Services Steering Committee
Grande Prairie Society of German Canadians
Grande Prairie Theatre
Mrs. Joy Juneau
Proctor & Gamble
Queen Elizabeth II Hospital
Ms. Patti Trautman
Troyanda Society
Trumpeter Regional Interpretive Program
Willow Lodge I.O.D.E., Beaverlodge

Peace River – October 28, 1988

Hon. Al (Boomer) Adair, MLA
Association Canadienne Francaise de l'Alberta, Regionale de Peace River
Peace River School Division No. 10
Sagitawa Friendship Centre
Shell Canada
Town of Peace River

St. Paul – November 3, 1988

Alberta Cultural Heritage Council
L'Association Canadienne Francaise de l'Alberta
Les Bles d'Or
Mr. John Pilipchuck, Deputy Mayor
St. Paul Chamber of Commerce
St. Paul Cultural Centre
St. Paul School District
St. Therese Hospital
Wagons Ho!

Athabasca University
Prof. Alvin Finkel
Lac la Biche Mission Historical Preservation Society
Rotary Club of Athabasca
Mr. Charles A. Sequeira
Mayor A.J. (Tony) Shinkinger
Whispering Hills Country Music Association

Athabasca – November 4, 1988

Adult Read and Write Program
Camrose & Area Further Education Council
Camrose Lutheran College
Camrose International Institute
City of Camrose
Dr. Bill Gibson
Mr. Jonathon Mohr
Parents for French Immersion
Scandinavian Historical Archives
Wetaskiwin Public Library

Camrose – November 9, 1988

Central Alberta Islamic Cultural Association
Stettler Chamber of Commerce
Stettler Cultural Arts Foundation
Stettler Hospital Complex
Stettler School District
Mayor Bob Stewart

Stettler – November 9, 1988

Alberta Public Library Directors' Council, Parkland Regional Library
Alpha Milk Co.
Central Alberta Refugee Effort Committee
City of Red Deer
German Canadian Club
Mr. Solomon Kaligithi
Mr. Malcolm Read
Mr. Gerrit Nijenhuis
Phillipine Canadian Association
Red Deer College
Red Deer International Folk Festival Society
Red Deer Museums Management Board
Red Deer Native Friendship Centre
Red Deer Public Library
Red Deer Regional Hospital
Rocky Native Friendship Centre

Red Deer – November 10, 1988

Pincher Creek –
November 17, 1988

Alberta Cultural Heritage Council
Allied Arts Council
Bahai Community of Pincher Creek
Orlando Calling Last
Crows Nest Pass Polish Hall Society
Friends of Head-Smashed-In-Buffalo Jump Society
John Jensen
Czaba Lorinzi
Wallace Manyfingers
Napi Friendship Centre
Oldman River Cultural Centre
Pincher Creek & District Historical Society
Pincher Creek Hospital
Pincher Creek School Division
Treaty Seven Delegation
St. Michael's School
Western Settlement Pioneers
World Festival of Aboriginal Motion Pictures

Lethbridge –
November 18, 1988

Alberta Cultural Heritage Council
Association Canadienne Francaise de l'Alberta
Richard Butt, Ph.D
City of Lethbridge
Dutch Canadians
Four Worlds Development Project
German Canadian Club
Eileen Hobbs
Japanese Heritage (Bunka) Society
Lethbridge Chamber of Commerce
Lethbridge Friendship Centre
Lethbridge Immigrant Settlement Association
Lethbridge Scottish Country Dance Club
Lethbridge VASA Lodge #579
Glenda McCue
Ninastako Cultural Centre
Parents Place
Polish Combatants Association
Maria Siegl
Southern Alberta Ethnic Association
Ukrainian Canadian Committee

Alberta Cultural Heritage Council
Ms. Elvire Eberhardt
City of Medicine Hat
Mr. Ron Davis
Dutch Canadian Society of Medicine Hat
German Canadian Harmony Club
Mayor Ted Grimm
Medicine Hat Chamber of Commerce
Medicine Hat Catholic Board of Education
Medicine Hat Folk Arts Council
Medicine Hat School District No. 76
Medicine Hat Scottish Highland Games Association
Mr. Paul Nederveen
Mr. Bob Porter, MP
Ms. Betty Sorenson
Saamis Immigration Services Association

Medicine Hat – November 19, 1988

Mr. Simon Chu
Evergreen Tourist Assciation
Family Services - Hinton Schools
Hinton Chamber of Commerce
Hinton General Hospital
Town of Hinton
Yellowhead Region Educational Consortium
Whitecourt Chamber of Commerce

Hinton – November 25, 1988

Association Canadienne Francaise de l'Alberta
Alberta Cultural Heritage Council
Athabasca Native Development Corporation
Chinese Canadian Cultural Society
City of Fort McMurray
Fort McMurray Catholic Board of Education
Fort McMurray Public Library
Fort McMurray Regional Hospital
Fort McMurray School District
Keyano College
Mayor C.A. (Chuck) Knight
Multicultural Association of Fort McMurray
National Association of Canadians of Origins in India

Fort McMurray – November 26, 1988

Calgary –
December 1, 2, 3, 1988

Alberta Cultural Heritage Council
Alberta Multicultural Folk Arts Council
Alberta Teachers of English as a Second Language (ATESL)
Alberta Vocational Centre
Association Canadienne Francaise de l'Alberta
Association of Germans From Russia
Association of Salvadorean Refugee Doctors of Alberta
Ms. Marion Barclay
CJSW Community Radio
Calgary Catholic Immigration Society
Calgary Chamber of Commerce
Calgary Folk Arts Council
Calgary Indian Friendship Centre
Calgary Institute for the Humanities
Calgary Institute for Understanding Human Capital
Calgary Multicultural Centre
Calgary Police Service
Calgary Public Library
Calgary Society for Immigrant Workers
Canadian Council of Christians and Jews
Canadian Polish Congress
Chinese Community Services Association
City of Calgary
Danish Canadian Club
Daughters of Penelope
Die Singgemeinschaft
Filipino Calgarian Seniors Club
Dr. John Friesen
German Canadian Male Chorus
Germans From Russia Heritage Society
India Canada Association
Interpreters and Translators of Canada
Intra Racial Cultural Society
Mr. Harry Jensen
Ms. Reva Joshee
Dr. Sara Lacentra
La Societe de Theatre de Calgary
Mayor Ralph Klein
Multicultural Folk Arts Council
Muslim Students Association
Mr. Talib Nanji
National Association of Canadians of Origins in India (NACOI)

Philoptohos Society
Red Thunder Society
Religious Society of Friends
Mr. Frank Senger
Sikh Society of Calgary
Society for Cultural and Multicultural Programs (SCAMP)
Dr. Brij Sood
Sounds of India Broadcasting Association
Southern Alberta Heritage Language Association
Vedanta Society of Calgary

Calgary –
December 1, 2, 3, 1988

'Alberta Association for Multicultural Education
Alberta Black Cultural Research Society
Alberta Chamber of Commerce
Alberta Council for Ukrainian Arts
Alberta Cultural Heritage Council
Alberta Multicultural & Native Health Association
Alberta Native Friendship Centres Association
Alberta Parents for Ukrainian Education Society
Alberta Ukrainian Dance Association
Alberta Ukrainian Self Reliance Association
Association Canadienne Francaise de l'Alberta
Association Canadienne Francaise de l'Alberta - Edmonton
Dr. David Bai
B'Nai Brith Canada - Western Region
Mrs. Beth Bryant
Canadian Council of Muslim Women - Edmonton Chapter
Canadian Polish Congress
Mr. Joseph Chiang
China Accord
Chinese Canadian National Council (Edmonton Chapter)
City of Edmonton
Mr. Craig Curtis
Council of Black Organizations (Edmonton)
Council of India Societies of Edmonton
Czechoslovak Association of Canada - Edmonton Branch
Discovery Multicultural Association
Edmonton Centre of Chinese Heritage and Language Studies
Edmonton Heritage Festival Association
Edmonton Immigrant Services Association
Edmonton Mennonite Society for the
Assistance of Newcomers
Edmonton Multicultural Society

Edmonton –
December 8, 9, 10, 1988

Edmonton –
December 8, 9, 10, 1988

Edmonton Public Library
Federation for the Advancement of Visible Minorities
Ms. Fif Fernandez
Fijian Community of Edmonton
Ms. Margaret Gallo
German Canadian Association of Alberta
German Canadian Congress (Alberta)
Grant MacEwan Community College
Hindu Society of Alberta
Immigration & Settlement Committee -
Catholic Social Services
Immigrant Women & Family Violence Committee
Indo Canadian Women's Association of Edmonton
Joint Committee on Language Retention
Mr. Mathias Kuester
Ms. Shirley Kwan
Dr. Zaheer Lakhani
Mr. Walter Lazaruk
Maskwatchees Cultural College
Misericordia Hospital
Multicultural Communications Foundation
Multicultural Education Council - A.T.A.
Dr. K.S. Nadarajah
National Black Coalition of Canada (Edmonton Chapter)
Northern Alberta Heritage Language Association
Mr. Gunnar Odegaard
Raoul Wallenberg Society
Red Deer College Press
Reidmore Books
Dr. Raj Shorey
Slovakia Cultural & Sport Society of Edmonton
Dr. M.I. Soush
St. Barnabas Refugee Society
St. John's Institute
St. Kitts-Nevis Edmonton Association
The Comite Femmes
Ukrainian Canadian Committee - Alberta Provincial Council
Ukrainian Women's Association of Canada
(Alberta Provincial Executive)
Ms. Hope Ungarian
Vinok Folkdance Ensemble
Dr. Dennis Wall
Western Independence Association of Canada
Windspeaker Native News

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